

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117
ADMINISTRATIVE SUPPORT EMPLOYEES UNIT
PROFESSIONAL AND TECHNICAL EMPLOYEES UNIT

Subject: Extension of 2005 – 2007 collective bargaining agreements, continuation of negotiations

The parties, King County (the County) and Teamsters Local 117 (the Union) agree as follows:

1. Except as provided in this Agreement, all terms and conditions of the 2005 – 2007 collective bargaining agreements between the parties, covering the bargaining units of Administrative Support Employees and Professional and Technical Employees, will remain in effect through December 31, 2008.

2. Effective January 1, 2008, all pay ranges listed in the Addendum A (attached) of each of the collective bargaining agreements will be those ranges on the 2008 King County 10-Step Hourly Squared Schedule, or the 2008 King County 10-Step Exempt Squared Schedule, whichever is applicable. Employees will be placed on the appropriate pay range on the appropriate step (pursuant to Section 8.1) they had on the 2007 pay range as of January 1, 2008.

3. Members of the Professional and Technical Employees unit who are eligible to be awarded Executive Leave will be awarded up to three (3) days of Executive Leave to be used in 2008, as provided below:

a. Employees who are employed in a bargaining unit position on January 1, 2008, shall be allowed three days of Executive Leave for use during 2008; those who are employed in a bargaining unit position after January 1, 2008, but before September 1, 2008 shall be allowed two days Executive Leave for use during 2008;

b. There will be no cashout or carryover of unused Executive Leave to the following year;

c. Executive Leave will not be guaranteed to a probationary employee or to an employee whose most recent performance evaluation has an overall rating less than satisfactory, but may be granted at the discretion of management;

d. This section does not constitute a grant of Executive Leave after the expiration date of this Agreement;

e. Additional days of Executive Leave may be granted at the discretion of management pursuant to Executive Policy PER 8-1-1.

4. The parties agree to continue negotiations for a successor agreement for a term beginning on January 1, 2009, for Administrative Support and Professional and Technical Employees.

5. During 2008 the County intends to conduct classification/compensation reviews of selected job classifications. The parties may agree to changes in pay ranges as a result of the reviews, which may be in effect no earlier than January 1, 2008.

This Agreement will be in effect when ratified by the parties, including approval by the King County Council, and will remain in effect through December 31, 2008 or until a successor collective bargaining agreement is in effect, whichever occurs later.

APPROVED this _____ day of _____, 2008

By: _____
King County Executive

SIGNATORY ORGANIZATION:

John A. Williams
Secretary-Treasurer
International Brotherhood of Teamsters Local 117